

Personnel Summary

**ANALYSIS OF PERSONNEL CHANGES
FY 2005 APPROVED BUDGET
TO
FY 2006 APPROVED BUDGET**

	FY 2005 Positions				FY 2006 Positions			
	Full-time Permanent	Part-time (FTE)	Authorized Overhires	Total (FTE)	Full-time Permanent	Part-time (FTE)	Authorized Overhires	Total (FTE)
Legislative and Executive								
City Council	14.00	0.00	0.00	14.00	14.00	0.00	0.00	14.00
City Manager	16.00	0.00	0.00	16.00	16.00	0.00	0.00	16.00
City Attorney	15.00	0.00	0.00	15.00	15.00	0.00	0.00	15.00
City Clerk and Clerk of Council	<u>3.00</u>	<u>0.75</u>	<u>0.00</u>	<u>3.75</u>	<u>4.00</u>	<u>0.00</u>	<u>0.00</u>	<u>4.00</u>
Subtotal Legislative and Executive	48.00	0.75	0.00	48.75	49.00	0.00	0.00	49.00
Courts and Constitutional Officers								
18th Circuit Court	13.00	0.00	0.00	13.00	13.00	0.00	0.00	13.00
18th General District Court	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Clerk of Court	22.00	0.00	2.00	24.00	23.00	0.00	1.00	24.00
Commonwealth Attorney	28.00	1.75	1.00	30.75	29.00	1.63	0.00	30.63
Court Services Unit	8.00	0.00	0.00	8.00	9.00	0.00	0.00	9.00
Juvenile and Domestic Relations Court	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Law Library	1.00	0.00	0.00	1.00	1.00	0.00	0.00	1.00
Other Public Safety & Justice	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Registrar of Voters	4.00	1.40	0.00	5.40	6.00	0.60	0.00	6.60
Sheriff	<u>212.00</u>	<u>0.00</u>	<u>0.00</u>	<u>212.00</u>	<u>212.00</u>	<u>0.00</u>	<u>0.00</u>	<u>212.00</u>
Subtotal Courts and Const. Officers	288.00	3.15	3.00	294.15	293.00	2.23	1.00	296.23
General Government								
Citizen Assistance	7.00	0.75	0.00	7.75	7.00	0.75	0.00	7.75
Finance	92.00	6.50	0.00	98.50	93.00	5.75	0.00	98.75
General Services	73.00	0.50	8.00	81.50	77.00	0.50	4.00	81.50
Human Rights	5.00	0.00	1.00	6.00	5.00	0.00	1.00	6.00
Information Technology Services	57.00	0.50	0.00	57.50	59.00	0.50	0.00	59.50
Internal Audit	2.00	0.00	0.00	2.00	2.00	0.00	0.00	2.00
Management and Budget	10.00	0.00	0.00	10.00	10.00	0.00	0.00	10.00
Office on Women	19.00	0.50	0.00	19.50	19.00	0.50	0.00	19.50
Personnel Services	22.00	1.33	1.00	24.33	23.00	0.58	1.00	24.58
Real Estate	<u>13.00</u>	<u>0.00</u>	<u>0.00</u>	<u>13.00</u>	<u>14.00</u>	<u>0.00</u>	<u>0.00</u>	<u>15.00</u>
Subtotal General Government	300.00	10.08	10.00	320.08	309.00	8.58	6.00	324.58

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FY 2006 APPROVED BUDGET**

	FY 2005 Positions				FY 2006 Positions			
	Full-time Permanent	Part-time (FTE)	Authorized Overhires	Total (FTE)	Full-time Permanent	Part-time (FTE)	Authorized Overhires	Total (FTE)
Operating Agencies								
<u>Public Safety</u>								
Fire	293.00	0.50	15.00	308.50	296.00	0.50	14.00	310.50
Police	443.00	2.62	12.00	457.62	456.00	2.62	8.00	466.62
Subtotal Public Safety	736.00	3.12	27.00	766.12	752.00	3.12	22.00	777.12
<u>Health and Welfare</u>								
Alexandria Health Department	8.00	9.01	0.00	17.01	9.00	8.84	0.00	17.84
Human Services	235.00	5.80	8.00	248.80	229.00	6.80	8.00	243.80
Ment. Health, Ment. Retardation, Subst. Abuse	268.00	69.72	0.00	337.72	278.00	70.32	0.00	348.32
Subtotal Health and Welfare	511.00	84.53	8.00	603.53	516.00	85.96	8.00	609.96
<u>Community Development</u>								
Housing	20.00	0.00	0.00	20.00	20.00	0.00	0.00	20.00
Planning and Zoning	37.00	1.00	3.00	41.00	37.00	1.00	4.00	42.00
Subtotal Community Development	57.00	1.00	3.00	61.00	57.00	1.00	4.00	62.00
<u>Parks, Recreation and Cultural</u>								
Historic Alexandria	17.00	12.38	0.00	29.38	17.00	12.38	0.00	29.38
Library	54.00	27.33	0.00	81.33	55.00	26.45	0.00	81.45
Recreation, Parks & Cultural Affairs	133.00	50.83	0.00	183.83	136.00	53.48	0.00	189.48
Subtotal Parks, Recreation and Cultural	204.00	90.54	0.00	294.54	208.00	92.31	0.00	300.31
<u>Public Works</u>								
T&ES	189.00	0.00	5.00	194.00	191.00	0.00	8.00	199.00
Subtotal Public Works	189.00	0.00	5.00	194.00	191.00	0.00	8.00	199.00
Subtotal Operating Agencies	1697.00	179.19	43.00	1919.19	1724.00	182.39	42.00	1948.39
Grand Total	2333.00	193.17	56.00	2582.17	2375.00	193.20	49.00	2618.20

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FY 2005 APPROVED BUDGET
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FY 2006 APPROVED BUDGET**

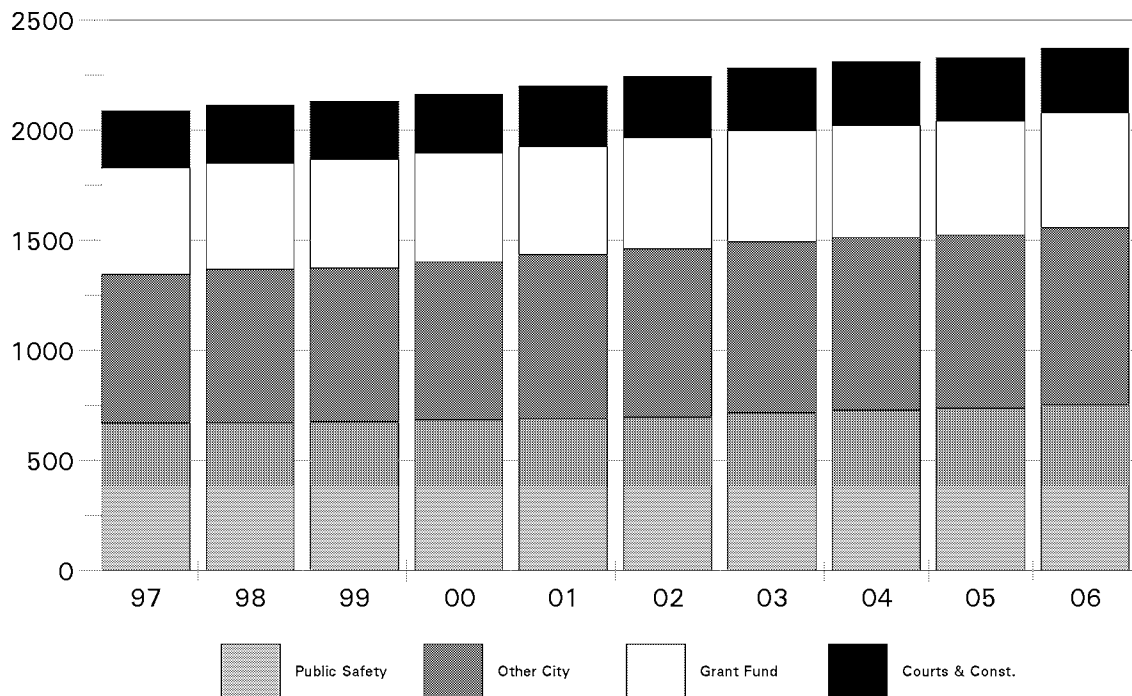
	Change in Positions or FTE				Percent Change in Positions or FTE			
	Full-time Permanent	Part-time (FTE)	Authorized Overhires	Total (FTE)	Full-time Permanent	Part-time (FTE)	Authorized Overhires	Total (FTE)
Legislative and Executive								
City Council	0.00	0.00	0.00	0.00	0.0%	NA	NA	0.0%
City Manager	0.00	0.00	0.00	0.00	0.0%	NA	NA	0.0%
City Attorney	0.00	0.00	0.00	0.00	0.0%	NA	NA	0.0%
City Clerk and Clerk of Council	<u>1.00</u>	<u>-0.75</u>	<u>0.00</u>	<u>0.25</u>	<u>33.3%</u>	<u>-100.0%</u>	<u>NA</u>	<u>6.7%</u>
Subtotal Legislative and Executive	1.00	-0.75	0.00	0.25	2.1%	-100.0%	NA	0.5%
Courts and Constitutional Officers								
18th Circuit Court	0.00	0.00	0.00	0.00	0.0%	NA	NA	0.0%
18th General District Court	0.00	0.00	0.00	0.00	NA	NA	NA	NA
Clerk of Court	1.00	0.00	-1.00	0.00	4.5%	NA	-50.0%	0.0%
Commonwealth Attorney	1.00	-0.12	-1.00	-0.12	3.6%	-6.9%	-100.0%	-0.4%
Court Services Unit	1.00	0.00	0.00	1.00	12.5%	NA	NA	12.5%
Juvenile and Domestic Relations Court	0.00	0.00	0.00	0.00	NA	NA	NA	NA
Law Library	0.00	0.00	0.00	0.00	0.0%	NA	NA	0.0%
Other Public Safety & Justice	0.00	0.00	0.00	0.00	NA	NA	NA	NA
Registrar of Voters	2.00	-0.80	0.00	1.20	50.0%	-57.1%	NA	22.2%
Sheriff	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.0%</u>	<u>NA</u>	<u>NA</u>	<u>0.0%</u>
Subtotal Courts and Const. Officers	5.00	-0.92	-2.00	2.08	1.7%	-29.2%	-66.7%	0.7%
General Government								
Citizen Assistance	0.00	0.00	0.00	0.00	0.00	0.00	NA	0.0%
Finance	1.00	-0.75	0.00	0.25	0.01	-0.12	NA	0.3%
General Services	4.00	0.00	-4.00	0.00	0.05	0.00	-0.50	0.0%
Human Rights	0.00	0.00	0.00	0.00	0.00	NA	0.00	0.0%
Information Technology Services	2.00	0.00	0.00	2.00	0.04	0.00	NA	3.5%
Internal Audit	0.00	0.00	0.00	0.00	0.00	NA	NA	0.0%
Management and Budget	0.00	0.00	0.00	0.00	0.00	NA	NA	0.0%
Office on Women	0.00	0.00	0.00	0.00	0.00	0.00	NA	0.0%
Personnel Services	1.00	-0.75	0.00	0.25	0.05	-0.56	0.00	1.0%
Real Estate	<u>1.00</u>	<u>0.00</u>	<u>0.00</u>	<u>2.00</u>	<u>0.08</u>	<u>NA</u>	<u>NA</u>	<u>15.4%</u>
Subtotal General Government	9.00	-1.50	-4.00	4.50	3.0%	-14.9%	-40.0%	1.4%

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	Change in Positions or FTE				Percent Change in Positions or FTE			
	Full-time Permanent	Part-time (FTE)	Authorized Overhires	Total (FTE)	Full-time Permanent	Part-time (FTE)	Authorized Overhires	Total (FTE)
<u>Public Safety</u>								
Fire	3.00	0.00	-1.00	2.00	0.01	0.00	-0.07	0.6%
Police	<u>13.00</u>	<u>0.00</u>	<u>-4.00</u>	<u>9.00</u>	<u>0.03</u>	<u>0.00</u>	<u>-0.33</u>	<u>2.0%</u>
Subtotal Public Safety	16.00	0.00	-5.00	11.00	2.2%	0.0%	-18.5%	1.4%
<u>Health and Welfare</u>								
Alexandria Health Department	1.00	-0.17	0.00	0.83	0.13	-0.02	NA	4.9%
Human Services	-6.00	1.00	0.00	-5.00	-0.03	0.17	0.00	-2.0%
Ment. Health, Ment. Retardation, Subst. Abuse	<u>10.00</u>	<u>0.60</u>	<u>0.00</u>	<u>10.60</u>	<u>0.04</u>	<u>0.01</u>	<u>NA</u>	<u>3.1%</u>
Subtotal Health and Welfare	5.00	1.43	0.00	6.43	1.0%	1.7%	0.0%	1.1%
<u>Community Development</u>								
Housing	0.00	0.00	0.00	0.00	0.00	NA	NA	0.0%
Planning and Zoning	<u>0.00</u>	<u>0.00</u>	<u>1.00</u>	<u>1.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.33</u>	<u>2.4%</u>
Subtotal Community Development	0.00	0.00	1.00	1.00	0.0%	0.0%	33.3%	1.6%
<u>Parks, Recreation and Cultural</u>								
Historic Alexandria	0.00	0.00	0.00	0.00	0.00	0.00	NA	0.0%
Library	1.00	-0.88	0.00	0.12	0.02	-0.03	NA	0.1%
Recreation, Parks & Cultural Affairs	<u>3.00</u>	<u>2.65</u>	<u>0.00</u>	<u>5.65</u>	<u>0.02</u>	<u>0.05</u>	<u>NA</u>	<u>3.1%</u>
Subtotal Parks, Recreation and Cultural	4.00	1.77	0.00	5.77	2.0%	2.0%	NA	2.0%
0								
<u>Public Works</u>								
T&ES	<u>2.00</u>	<u>0.00</u>	<u>3.00</u>	<u>5.00</u>	<u>0.01</u>	<u>NA</u>	<u>0.60</u>	<u>2.6%</u>
Subtotal Public Works	2.00	0.00	3.00	5.00	1.1%	NA	60.0%	2.6%
Subtotal Operating Agencies	27.00	3.20	-1.00	29.20	1.6%	1.8%	-2.3%	1.5%
Grand Total	42.00	0.03	-7.00	36.03	1.8%	0.0%	-12.5%	1.4%

CHANGES IN FULL-TIME POSITIONS

FY 1997 - FY 2006



Changes in Full-Time Positions
Five Year Summary
(FY 2002 - FY 2006)

	2002	2003	2004	2005	2006	
• <u>Public Safety Departments</u>						
Fire	276	284	287	293	296	/1
Police	<u>420</u>	<u>430</u>	<u>440</u>	<u>443</u>	<u>456</u>	/2
Sub-total Public Safety	<u>696</u>	<u>714</u>	<u>727</u>	<u>736</u>	<u>752</u>	
• <u>Other City-Funded Departments and Agencies</u>						
Citizen Assistance	7	7	7	7	7	
City Attorney	15	15	15	15	15	
City Council and Administrative Aides	14	14	14	14	14	
City Clerk	3	3	3	3	4	/3
City Manager	16	16	16	16	16	
Finance	87	92	91	92	93	/4
General Services	72	73	73	73	77	/5
Health	7	7	6	8	9	/6
Historic Alexandria	16	17	17	17	17	
Human Rights	4	5	5	5	5	
Information Technology Services	54	56	57	57	59	/7
Internal Audit	2	2	2	2	2	
Library	53	52	52	54	55	/8
Management and Budget	11	10	10	10	10	
Office on Women	18	18	19	19	19	
Personnel Services	20	21	22	22	23	/9
Planning and Zoning	33	35	35	37	37	
Real Estate Assessments	11	11	12	13	14	/10
Recreation, Parks and Cultural Activities	127	128	128	133	136	/11
Transportation & Environmental Services	<u>195</u>	<u>195</u>	<u>199</u>	<u>189</u>	<u>191</u>	/12
Sub-total Other City-Funded	<u>765</u>	<u>777</u>	<u>783</u>	<u>786</u>	<u>803</u>	

Changes in Full-Time Positions (continued)

	2002	2003	2004	2005	2006	
• <u>Predominantly Grant-Funded Departments</u>						
Housing	20	20	20	20	20	
Human Services	223	230	234	235	229	/13
Mental Health, Mental Retardation & Substance Abuse	<u>261</u>	<u>255</u>	<u>257</u>	<u>268</u>	<u>278</u>	/14
Sub-total Grant Funded Departments	<u>504</u>	<u>505</u>	<u>511</u>	<u>523</u>	<u>527</u>	
• Courts & Constitutional Officers						
Circuit Court	13	13	13	13	13	
Clerk of Courts	21	21	22	22	23	/15
Commonwealth's Attorney	29	30	30	28	29	/16
Court Service Unit	8	8	8	8	9	/17
Law Library	1	1	1	1	1	
Registrar of Voters	4	4	4	4	6	/18
Sheriff	<u>202</u>	<u>211</u>	<u>211</u>	<u>212</u>	<u>212</u>	
Sub-total Courts & Constitutional Officers	<u>278</u>	<u>288</u>	<u>289</u>	<u>288</u>	<u>293</u>	
TOTAL CITY FULL-TIME EMPLOYEES	<u>2,243</u>	<u>2,284</u>	<u>2,310</u>	<u>2,333</u>	<u>2,375</u>	
TOTAL CITY PART-TIME & AUTHORIZED OVERHIRES				249.17	242.20	
TOTAL CITY EMPLOYEES				<u>2,582.17</u>	<u>2,618.20</u>	
NET CHANGE CITY EMPLOYEES					<u>35.83</u>	
TOTAL SCHOOL EMPLOYEES	<u>2,091</u>	<u>2,098</u>	<u>2,079</u>	<u>2,082</u>	<u>2,116</u>	/19

FY 2006 Notes:

- /1 - Reflects the addition of one Deputy Fire Marshal position to staff the Fire Prevention Section in Code Enforcement as part of a reorganization plan aimed at improving customer service by providing adequate daytime staffing levels; the addition of one Records Manager position in Code Enforcement to handle crucial filing requirements and digitizing of filed documents in order to properly manage the Codes and records stored at the Code Enforcement Bureau; and the conversion of one overhire architect position to a full-time permanent Special Projects Coordinator position.

Changes in Full-Time Positions (continued)

- /2 - Reflects the addition of 14 police officers to help address staffing needs in Patrol; the addition of one Radio Technician position to assist the City's Radio Manager with the increased workload due to an increase in the number of users and the upgrade and expansion of the City's Public Safety Radio System; the elimination of four Parking Enforcement Officer (PEO) positions as a recommended marginal service reduction; and the conversion of one overhire Hack Inspector position and one overhire clerk position in the Hack Inspector's Office to be added in FY 2005 to full-time permanent positions.
- /3 - Reflects the conversion of a part-time (0.75 FTE) Secretary I position to full-time (1.0 FTE) status.
- /4 - Reflects the conversion of one part-time Revenue Collection Specialist position to full-time to improve efficiencies in the Department.
- /5 - Reflects the conversion of one overhire Space Planner position in the Administration Division and three overhire Construction Field Representative positions in the Capital Projects Division to full-time permanent.
- /6 - Reflects the addition of one full-time staff for the new "Partnership for a Healthier Alexandria."
- /7 - Reflects the addition of an E-Government Systems Administrator position and an E-Government Developer position, both in lieu of more expensive contracting.
- /8 - Reflects the conversion of a part-time (.88 FTE) Library Assistant II position to a full-time (1.0 FTE) position.
- /9 - Reflects the conversion of one part-time (0.75 FTE) Personnel Clerk I position to a full-time position, to provide additional administrative support in the Benefits and Records Division.
- /10 - Reflects the addition of a Supervisory Real Estate Appraiser position to assist with the valuation of Commercial property.
- /11 - Reflects approved supplemental funding for a full-time Events Manager, a full-time administrative position (resulting from combining two part-time positions), and two full-time Planner positions (formerly two unfunded positions). A part-time Equipment Maintenance position at a higher grade was created from the elimination of a lower grade full-time Equipment Operator position.
- /12 - Reflects the addition of one Air Pollution Control Specialist position, and one Safety Officer position to be shared by T&ES and General Services.
- /13 - Reflects the loss of 9.0 grant-funded positions in *JobLink* and approved supplemental funding for 1.0 City-funded FTE in the *JobLink* division to assist with Youth Employment Services; 1.0 FTE caseworker to handle the increase in volume since the Child Day Care Fee System income eligibility guidelines were increased to 250% of poverty; and 1.0 FTE Mental Health Therapist III for the Child Assessment and Treatment Center.
- /14 - Reflects the addition of four full-time positions for maintenance at 63 City supported residential units and leased office space, as opposed to contracting out for service; one full-time Records Administrator position; one full-time bilingual Mental Health Therapist for the jail; one full-time Assistant Residential Coordinator for week-end and after-hours coverage; and one full-time Residential Counselor for awake overnight coverage at an Assisted Living Facility. In addition, the Amended FY 2006 Plan of Services reflects the addition of one full-time Therapist I position previously contracted out, and one full-time Therapist III position, which is off-set by a decrease in part-time positions.
- /15 - Reflects the conversion of one overhire full-time clerical position to permanent status.

Changes in Full-Time Positions (continued)

- /16 - Reflects the conversion of one full-time prosecutor position, approved by the Virginia Compensation Board in FY 2004 for the prosecution of gang crimes, to a permanent position in FY 2006.
- /17 - Reflects approved funding for the addition of a Gang Prevention Specialist to coordinate local and regional gang intervention and prevention efforts.
- /18 - Reflects the addition of one full-time Administrative Assistant and one full-time Assistant Registrar position to provide additional administrative support in the department.
- /19 - Reflects the addition of a net 34 new positions included in the School Board's operating budget for FY 2006.

Summary of Position Changes Approved

Agencies with a reduction in Positions

Human Services	-9	Reflects the loss of 9 grant-funded positions in the <i>JobLink</i> Division.
Police	-4	Reflects the elimination of four Parking Enforcement Officer (PEO) positions as a recommended marginal service reduction.
Recreation, Parks and Cultural Activities	-1	Reflects the elimination of a lower grade full-time Equipment Operator position to create a higher grade part-time Equipment Operator position.
Various Departments	-6.17	Reflects the elimination of a number of part-time or temporary overhire positions.
SUBTOTAL, NET REDUCTIONS	-20.17	

Approved New Positions

Fire	3	Reflects the addition of one Deputy Fire Marshal position to staff the Fire Prevention Section in Code Enforcement as part of a reorganization plan aimed at improving customer service by providing adequate daytime staffing levels; the addition of one Records Manager position in Code Enforcement to handle crucial filing requirements and digitizing of filed documents in order to properly manage the Codes and records stored at the Code Enforcement Bureau; and the conversion of one overhire architect position to a full-time permanent Special Projects Coordinator position.
Police	17	Reflects the addition of 14 police officers to help address staffing needs in Patrol; the addition of one Radio Technician position to assist the City's Radio Manager with the increased workload due to an increase in the number of users and the upgrade and expansion of the City's Public Safety Radio System; and the conversion of one overhire Hack Inspector position and one overhire clerk position in the Hack Inspector's Office to full-time permanent positions.

Summary of Position Changes Approved

Approved New Positions, continued

Mental Health, Mental Retardation & Substance Abuse	10	Reflects the addition of four full-time positions for maintenance at 63 City support residential units and leased office space, as opposed to contracting out for service; one full-time Records Administrator position; one full-time bilingual Mental Health Therapist for the jail; one full-time Assistant Residential Coordinator for week-end and after-hours coverage; and one full-time Residential Counselor for awake overnight coverage at an Assisted Living Facility. In addition, the Amended FY 2006 Plan of Services reflects the addition of one full-time Therapist I position previously contracted out, and one full-time Therapist III position, which is off-set by a decrease in part-time positions.
Human Services	3	Reflects the approved supplemental funding for 1.0 City-funded FTE in the JobLink division to assist with Youth Employment Services; 1.0 FTE caseworker to handle the increase in volume since the Child Day Care Fee System income eligibility guidelines were increased to 250% of poverty; and 1.0 FTE Mental Health Therapist III for the Child Assessment and Treatment Center.
General Services	4	Reflects the conversion of one over-hire Space Planner position in the Administration Division and three overhire Construction Field Representative positions in the Capital Projects Division to full-time permanent.
Information Technology Services	2	Reflects the addition of an E-Government Systems Administrator position and an E-Government Developer position, both in lieu of more expensive contracting.

Summary of Position Changes Approved

Approved New Positions, continued

Recreation, Parks and Cultural Activities	4	Reflects approved supplemental funding for a full-time Events Manager, a full-time administrative position (resulting from combining two part-time positions), and two full-time Planner positions (formerly two unfunded positions).
Registrar of Voters	2	Reflects the addition of one full-time Administrative Assistant and one full-time Assistant Registrar position to provide additional administrative support in the department.
Real Estate Assessments	1	Reflects the addition of a Supervisory Real Estate Appraiser position to assist with the valuation of Commercial property.
Transportation and Environmental & Services	2	Reflects the addition of one Air Pollution Control Specialist position and one Safety Officer position to be shared by T&ES and General Services.
City Clerk	1	Reflects the conversion of a part-time (0.75 FTE) Secretary I position to full-time (1.0 FTE) status.
Finance	1	Reflects the conversion of one part-time Revenue Collection Specialist position to full-time to improve efficiencies in the Department.
Library	1	Reflects the conversion of a part-time (.88 FTE) Library Assistant II position to a full-time (1.0 FTE) position.
Health	1	Reflects the addition of one full-time staff for the new "Partnership for a Healthier Alexandria."
Personnel	1	Reflects the conversion of one part-time (0.75 FTE) Personnel Clerk I position to a full-time position, to provide additional administrative support in the Benefits and Records Division.

Summary of Position Changes Approved

Approved New Positions, continued

Clerk of Court	1	Reflects the conversion of one overhire full-time clerical position to permanent status.
Commonwealth's Attorney	1	Reflects the conversion of one full-time prosecutor position, approved by the Virginia Compensation Board in FY 2004 for the prosecution of gang crimes, to a permanent City position in FY 2006.
Court Service Unit	1	Reflects approved funding for the addition of a Gang Prevention Specialist to coordinate local and regional gang intervention and prevention efforts.
SUBTOTAL, NEW FULL-TIME POSITIONS	56	
GRAND TOTAL, NET CHANGE IN POSITION COUNT	35.83	
(Does not include School positions)		

General Salary Adjustment History

The table below shows the General Salary Adjustments granted to City employees from FY 1986 through FY 2006, along with the previous calendar years' inflation rates. The General Salary Adjustments include cost of living (COLA) adjustments given to City employees. The salary adjustments below do not include merit adjustments, which are based on employee performance.

Fiscal Year	General Salary Adjustments	Inflation Rate ^{/A} (for previous calendar year)
1986	4.0	4.2 (1985)
1987	4.0	2.9 (1986)
1988	4.0	3.6 (1987)
1989	4.0	4.1 (1988)
1990	3.0	5.8 (1989)
1991	3.0 (July 1, 1990 - Dec. 31, 1990) 0.5 (Jan. 1, 1991 - June 30, 1991) ^{/B}	5.9 (1990)
1992	2.0	4.1 (1991)
1993	0.0	2.5 (1992)
1994	2.5	3.2 (1993)
1995	2.0	1.9 (1994)
1996	3.0	2.0 (1995)
1997	2.0	2.8 (1996)
1998	2.0 (July 1, 1997 - Dec. 31, 1997) 3.0 (Jan. 1, 1998 - June 30, 1998) ^{/C}	1.7 (1997)
1999	0.0	1.3 (1998)
2000	2.0	2.1 (1999)
2001	2.5	3.3 (2000)
2002	3.0	2.0 (2001)
2003	2.5	3.6 (2002)
2004	2.0	2.2 (2003)
2005	2.0	3.9 (2004) ^{/D}
2006	2.0 (Approved)	

/A Source: National Consumer Price Index, all Urban Consumers for the Washington-Baltimore, DC-MD-VA-WV region (CPI-U-DC) 1996 = 100, Bureau of Labor Statistics, U.S. Department of Labor, average to average annual rate. The inflation data have been revised from previously published documents to show the CPI-U-DC, a regional measure of inflation, consistent with the inflation measure called for in the City's Compensation Philosophy.

/B In FY 1991, City Council approved a three percent general salary adjustment effective from July 1, 1990 to December 31, 1990, and an additional one-half of one percent general salary adjustment effective on January 1, 1991. The effective general salary adjustment for FY 1991 was 3.25 percent.

/C In FY 1998, City Council approved a two percent general salary adjustment (COLA) effective July 1, 1997, plus a three percent market rate adjustment effective on January 1, 1998. City Council approved the market rate adjustment based on the results of a consultant survey that documented some City classifications were below market comparators.

/D Date shown is the March 2004 to March 2005 annual rate, the latest available at the time of budget approval.